

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Service Employees International Union (SEIU) – Local 1000
Engineering and Scientific Technicians
Bargaining Unit 11**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 11 contract expires in its entirety as of June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – Unit Representation Rights
- Article 3 – Union Security
- Article 4 – State's Rights
- Article 5 – General Provisions
- Article 6 – Grievance and Arbitration Procedures
- Article 7 – Holidays
- Article 8 – Leaves
- Article 9 – Health and Welfare
- Article 10 – Health and Safety
- Article 11 – Salaries
- Article 12 – Allowances and Reimbursements
- Article 13 – Career Development
- Article 14 – Classification
- Article 15 – Transfer
- Article 16 – Layoff
- Article 17 – Retirement
- Article 18 – Permanent Intermittents
- Article 19 – Hours of Work and Overtime

Article 20 – Post and Bid

Article 21 – Miscellaneous

Article 24 – Entire Agreement and Duration

Side Letter 1 – Golden Handshake

Side Letter 2 – Streamlining the State Safety Retirement Process

Side Letter 3 – Domestic Partner

Side Letter 4 – Fish and Wildlife Specialist (Lead)

Addendum 1 – Time off for Domestic Violence

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.